

## **enei Inclusivity Excellence Awards**

### **Award Category Questions**

Following the questions for each category, you will be given the option to upload any key supporting materials.

NB There is a word limit of 250 word for the response to each of these questions.

#### **Innovative Approach**

1. What is your organisation doing differently from others in the Diversity & Inclusion space?
2. How has this innovation had a tangible positive impact on your organisation and how have you measured this?
3. How has this innovation made your organisation more diverse?
4. How has this innovation made your organisation more inclusive?
5. How is your organisation ensuring that this innovation is embedded and sustained?

#### **Inclusive Culture**

1. How has your organisation created a truly inclusive culture?
2. Within your organisation, who was involved and who led the culture change?
3. What was the process your organisation went through to create an inclusive culture?
4. What are the tangible benefits your organisation has enjoyed by being truly inclusive and how were these benefits measured?
5. How is your organisation ensuring that its inclusive culture is embedded and sustained?

#### **Progressive, Agile, and Flexible Working Practices**

1. What approach has your organisation taken to introduce more progressive, agile, and flexible ways of working?
2. What are the specific initiatives your organisation has introduced to support this new approach?
3. How did you determine that these initiatives may enhance people's working lives?
4. How have these initiatives had a tangible positive impact on your organisation and how was this measured?
5. How is your organisation ensuring that this new approach is embedded and sustained?

#### **Driving Social Mobility and Social Inclusion in the Workplace**

1. What approach did your organisation take to advance social mobility and social inclusion in your workforce?
2. How did your organisation determine this was the right approach for both the organisation and its local community or communities?
3. How did your organisation determine who within the community would benefit from this approach?
4. How has this approach had a tangible positive impact on your organisation and how was this measured?
5. How is your organisation ensuring that this approach is embedded and sustained?

### **Enhancing Wellbeing and Belonging at Work**

1. What approach did your organisation take to enhance your employees' wellbeing and sense of belonging?
2. How did your organisation determine this was the right way to support employee needs?
3. How has this approach had a tangible positive impact on your organisation and how was this measured?
4. How is your organisation ensuring that this approach is embedded and sustained?

### **Putting Intersectionality into Practice**

1. How did your organisation take an intersectional approach to workplace inclusion?
2. How did you determine your approach and which characteristics to focus on?
3. How has this approach had a tangible positive impact on your organisation and how was this measured?
4. How is your organisation ensuring that this approach is embedded and sustained?

### **Closing the Pay Gaps**

1. Which pay gaps are your organisation working on closing?
2. What approach has your organisation taken to closing pay gaps and why?
3. What progress has your organisation made in closing these pay gaps and how has this been measured?
4. How is your organisation ensuring that this approach is embedded and sustained?

### **Employee Networking Group of the Year**

1. Which employee group within your organisation do you wish to nominate?
2. What have been the group's key achievements in the past year?
3. How have this group's achievements had a tangible positive impact on your organisation and how has this been measured?
4. How is your organisation ensuring that this group's achievements are embedded and sustained?

### **Diversity, Equality, and Inclusion Influencer of the Year**

1. What is the name and job title of the influencer?
2. Why are you nominating them?
3. What tangible positive impact has this influencer had in your organisation and/or externally?